Volume 7, Number 15 August 22-September 11, 1992

UCSF Newsbreak

Budget Stalemate Continues; Retroactive Merits Approved

UCSF Does What it Can to Cope With Cuts

By the time you read this it will be at least the 52nd day that we have been without a state budget. While the state has issued nearly $3 billion in IOUs since July 1 to pay state workers and its other obligations, as of this date UC continues to say no to issuing warrants to pay its employees.

As promised, on August 3 Chancellor Krevans held an open forum to supply up-to-date information on the budget. Pulling few punches, Krevans responded to specific questions regarding merits, salaries, furloughs, the retirement program and layoffs.

"It's no fun," he said when it came to programs that had to be closed and layoffs that had to be made. He estimated that 100 positions in central services administration have been eliminated with another 100 more to come. "All decisions should be made by late September, but at this time it is premature to say which jobs will have to be eliminated." He added, "Managers are looking at how to streamline the organization. We just aren't doing this by eliminating jobs at one level, or the most recently hired, or the lowest paid."

In terms of the 5% furlough that state employees are now undergoing, the Chancellor said, "Nobody in the UC System is for this and that's true for all UC campuses, and the Office of the President is aware of this. The pressure is on us, however, from the state. But, I believe there may be legal problems with the furlough program, unless everyone involved voluntarily agrees to it."

In response to a question about what is the best method to let the UC Office of the President know how employees feel, Krevans said, "Individual letters can't hurt. They actually are better than petitions. They are more powerful."

Another forum will be scheduled as soon as there is new information to share.

Meanwhile, there are several questions that people have regarding both the merit increases and the new TRIP (Time Reduction Incentive Plan). We hope the following Q&A will help. Answers were supplied by Thena Trygstad, vice chancellor, Staff & Student Human Resources.

On the Merits

Q: *Many people, while enjoying the idea of a slight increase in pay, still think it is ludicrous to give merits to some people while others are being laid off. How can UC justify spending some $29 million in merit increases? Can't that money be used to save jobs?*

A: First, I'm not really sure of that dollar figure. But whatever the amount, the decision was made by President Gardner and approved by the Regents. They felt that it was much more important to attempt to keep pace and be competitive with salaries in general. They didn't want to lose the quality of people we already have. No matter what shortfall comes out of the state budget, they felt that even if it is only enough to acknowledge and retain our current staff it is important enough to do it.

Q: *Is it true that we still have to wait for a state budget before we know the exact amount of the merits and when they will be implemented?*

A: No. The merits have been approved. We will have them. Implementation depends on the mechanics of it, not the budget. It will be completed as soon as possible after the merit review process is over. Managers already have been sent rosters of those employees who are eligible.

Q: *In terms of mechanics, isn't this all computerized?*

A: Unfortunately, the current Systemwide personnel payroll system is unable to do retroactive salary payment. A computer program is being developed as we speak.

Q: *Will the merits be retroactive to July 1 or to September 1? People have heard both.*

A: People have heard both because we heard both versions from the President's Office. The final decision is that they will be retroactive to July 1.

Q: *Many people read in a recent* Chronicle *article that the merit increases will range anywhere from 2% to 5%. Haven't they been approved for only 2%?*

A: First, let me clarify who is eligible for merits. There are three groups: MAP, A&PS, and Staff. People in the Executive Program will not receive increases. What the Regents have approved is an amount of money that is equal to 2% of the base of all salaries in each group. This means that all MAP and A&PS employees will receive either a 2% increase or none if there is a performance problem. The 2% for this group is too small to try to differentiate between levels of meritorious performance. But, for the Staff group, a 2% base allows us to grant full step merits — approximately 5% — because almost half of the Staff employees are at the maximum of their ranges. So merits for people in the Staff group will be just like they always have been: 0%, 2.5%, 5%, or 7.5% depending upon performance.

What I also should mention here is that the reason so many Staff are at the top is because Staff classifications have 30% salary ranges from entry level to top of range. When the A&PS and MAP programs were established, ranges for those classifications were expanded to 50%. So, not many people have reached the maximum of their ranges. The net result is, for Staff fewer eligible people end up getting higher amounts, while in A&PS and MAP larger numbers of eligible people get smaller amounts.

A: *(from Diane Dillon in Academic Affairs)* In terms of academics, the merit increases reflect an advancement in a Step (for example Step I to Step II). The approved merits plus any approved promotions will be effective July 1.

Q: *It's been so long since any of us have had a merit increase, it seems odd that someone wouldn't be eligible. Who won't be getting an increase?*

A: You have to keep in mind that this is not a cost-of-living increase. This is a merit increase, which reflects a person's performance. Salary ranges stay the same, therefore people who are at the top of their salary range are not eligible to receive a merit.

What we basically have done is to return to our original merit cycle. Now we are back on that cycle. For Staff employees, some are eligible in July and some are eligible in January. Those people who have always been eligible in July, including all A&PS and MAP employees now are eligible for a merit. Those who have always been eligible in January will be eligible in January '93.

Q: *What is the guarantee that there will be funds available for those January '93 merits? What if there isn't and those people get left out again?*

A: The President and the Regents approved the *entire* merit program, meaning that they approved funds for both the July increases and those to occur in January '93. Those

(continued on page 6)

Page 3 . . . Cabbie Revs Up His Heartbeat for SFGH

Demystifying the DNA Revolution

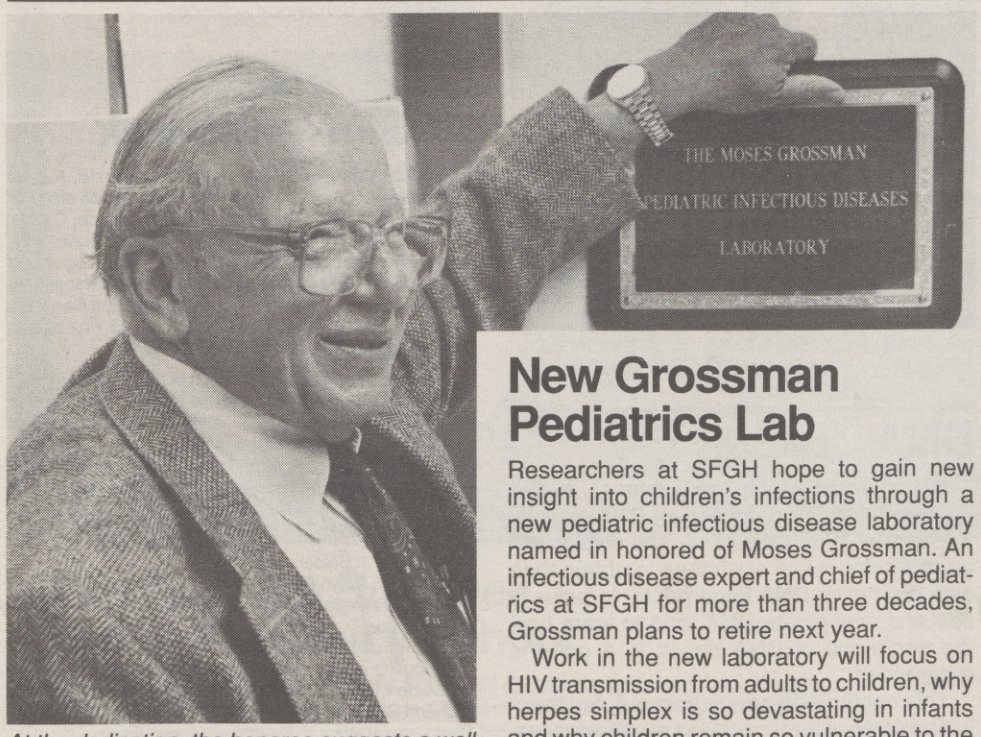
DNA, jumping genes, genetic engineering, splicing, coding, cloning. Like so many other words we often hear or read, they seem familiar or perhaps even a little sinister. But how many of us can really explain what the words mean? And how many appreciate or understand the varied ways the biotechnology revolution — and the industry it spawned — is changing our world?

On Friday and Saturday, September 25 and 26, at the Palace of Fine Arts Theater, some of the world's top scientists and DNA experts — including Nobel Prize winners Harold Varmus, James Watson, Paul Berg and Leon Lederman — will explain it all in a way everyone can understand in a public symposium entitled "Winding Your Way Through DNA." The symposium, presented by the School of Medicine with the San Francisco Exploratorium, will range from discussions of the early DNA discoveries and the technological insights that created new weapons against disease to the ethical implications of DNA technology in the doctor's office, the courtroom and on the farm.

Following symposium talks, questions from the public will be presented by a panel of journalists, including Natalie Angier of the *New York Times*, Marcia Barinaga of *Science*, Marilyn Chase of the *Wall Street Journal*, and science author Stephen Hall.

San Francisco high school teachers and students who want to prepare for the DNA symposium will be in class on Saturday and Sunday, September 19 and 20, learning from district teachers specially trained to teach biotechnology, and from UCSF faculty, postdoctoral fellows and student volunteers.

(continued on page 2)



At the dedication, the honoree suggests a wall where the commemorative plaque might be hung.

New Grossman Pediatrics Lab

Researchers at SFGH hope to gain new insight into children's infections through a new pediatric infectious disease laboratory named in honored of Moses Grossman. An infectious disease expert and chief of pediatrics at SFGH for more than three decades, Grossman plans to retire next year.

Work in the new laboratory will focus on HIV transmission from adults to children, why herpes simplex is so devastating in infants and why children remain so vulnerable to the meningitis bacteria.

According to co-directors Steve Kohl, professor of pediatrics, and Allan Lau, associate professor, the laboratory has been two years in the making and was built with funding from the School of Medicine and the Department of Pediatrics. It is located in Building 100.

Knowing The Risks of Prenatal Diagnosis

Many women over the age of 35 today choose prenatal diagnosis to determine if their unborn children may have any genetic disorders. Techniques range from ultrasound and amniocentesis to transcervical and transabdominal chorionic villus sampling (CVS). All have varying degrees of risk.

Physicians need to understand all of the procedures and the risk factors associated with each in order to minimize pregnancy loss, says Mitchell Golbus, director of UCSF's Prenatal Detection Program.

He explains that the learning curve for transcervical CVS, for example, is considerably longer than the other procedures.

During transcervical CVS, a flexible catheter is passed through the vagina and cervix into the uterus. Guided by ultrasound imaging, the physician then removes a tiny tissue sample from the chorionic villi, which are tiny fingerlike projections on the outer layer of the amniotic sac.

Analyzing data of more than 7,000 women who underwent the procedure at nine medical centers across the country, Golbus and colleagues found that the most significant risk factors for pregnancy loss after transcervical CVS are history of spontaneous abortion, spotting or bleeding during the pregnancy prior to CVS, and placental position. A placenta located in the area of the uterus farthest from the cervix or on either side of the uterus presents the highest risk of loss.

Women may want to select transabdominal CVS (where a needle is inserted through the abdominal wall) rather than transcervical CVS, says Golbus. "Loss rates can be minimized by being able to provide both procedures."

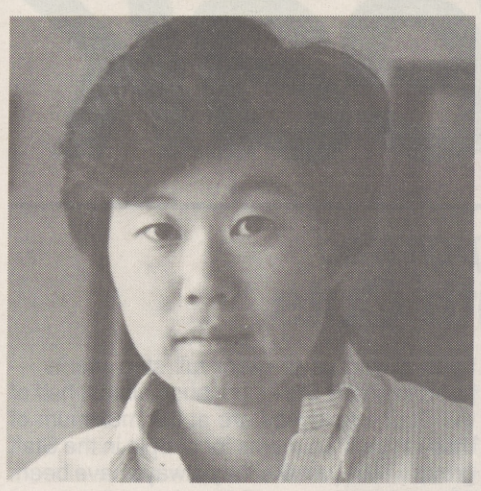
Physicians Needed for Homeless Clinic

Physicians are needed to volunteer as preceptors at a homeless clinic run by UCSF medical students. The clinic, which started last December, is open every Tuesday and Thursday evening at the South of Market Multiservice Center. The clinic offers acute care for infections, minor trauma and the like as well as health education, general health screenings and referrals to established sources of primary care. Interested physicians should call Renee at 665-6714.

Gazette

Honors & Awards

Miles



Miyasaki

Abraham M. Rudolph: To receive the Lifetime Achievements in Pediatric Education Award from the American Academy of Pediatrics in October. In May, he was awarded the J.H.P. Jonxis Medal at the Children's Hospital of the University of Groningen, the Netherlands. The award was the first of only 14 that will be awarded over the next 100 years to recognize the contributions of outstanding international scholars in pediatrics. Also in May, Rudolph was named the distinguished inaugural speaker at the Arnold H. Einhorn Lectureship in Pediatrics at the Children's National Medical Center in Washington, DC. He is professor, pediatrics; senior staff member, CVRI.

June Miles: Elected director, Western Division, American Contract Compliance Association. She also was elected a member of the San Francisco Black Chamber of Commerce and a board member of the Bay Area Contract Compliance Association. Miles is business affirmative action outreach coordinator, Capital Resources Management.

John C. Greene: Installed as president, International Association for Dental Research. Greene is professor & dean, School of Dentistry.

George Fein: Appointed a research career scientist, Department of Veterans Affairs. Fein is professor, medical psychology.

Leonard B. Kaban: Received the 1992 Distinguished Alumni Award, Harvard School of Dental Medicine. Kaban is professor & chair, oral & maxillofacial surgery.

Christine Miaskowski: Appointed associate editor, *Journal of Medical Surgical Nursing.* Miaskowski is associate professor, physiological nursing.

Nancy Doolittle: Named to the editorial boards of *Journal of Stroke & Cerebrovascular Diseases* and *Rehabilitation Nursing Research.* Doolittle is assistant research nurse, physiological nursing.

Irving Rosow: To receive in November the 1992 Robert W. Kleemeier Award from the Gerontological Society of America. The award is the Society's highest honor and recognizes Rosow's work as having a major impact on scholarship in the field of gerontology. Rosow is professor emeritus, Sociology, Human Development & Aging Program.

Shelley Miyasaki: Received the Walter K. Lorenz Research Award, American College of Oral & Maxillofacial Surgery, for her paper, "The Identification & Tracking of *Candida Albicans* Isolates from Oral Lesions in HIV Seropositive Individuals." She also received an NIH Individual Dental Scientist Award for her study of "Pathogenic Gene Expression in *Candida Albicans*." Miyasaki is a resident, oral & maxillofacial surgery. This is the third year in a row a resident from that department has won these two awards.

N. Scott Adzick: Received the Honorary Award, American Association of Plastic Surgeons. Adzick is associate professor, surgery & pediatrics.

Erika Froelicher: Inducted into the Delta Omega Honor Society for Scholastic Achievement in Public Health, UCLA School of Public Health. Froelicher is professor & chair, physiological nursing; professor, epidemiology & biostatistics, School of Medicine.

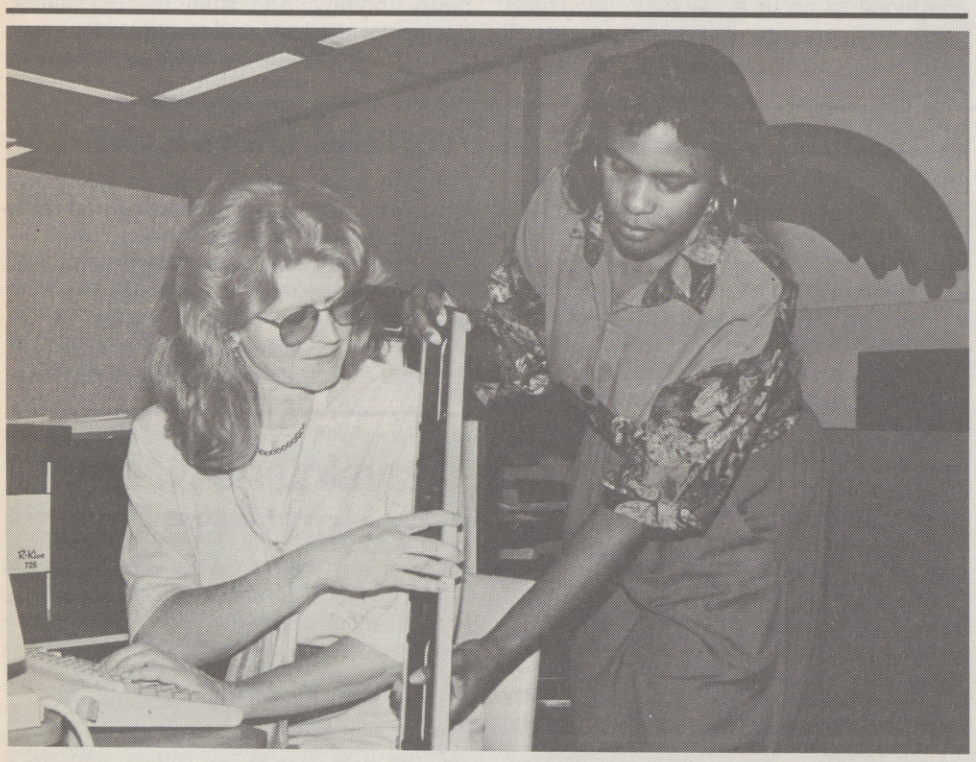
Catherine Gilliss: Appointed to the Committee on Credentialing's Council on Family Therapy Training, American Family Therapy Association. Gilliss is associate professor, family health care nursing.

Nursing "Books of the Year"

A new book co-edited by Joyce Takano-Stone and the second edition of a book by Afaf Meleis have each been chosen as an *American Journal of Nursing* Book of the Year.

Takano-Stone's book, *Clinical Gerontological Nursing: A Guide to Advanced Practice*, is published by W.B. Saunders and *Theoretical Nursing*, by Meleis, was published by J.B. Lippincott. Both publishing houses are based in Philadelphia.

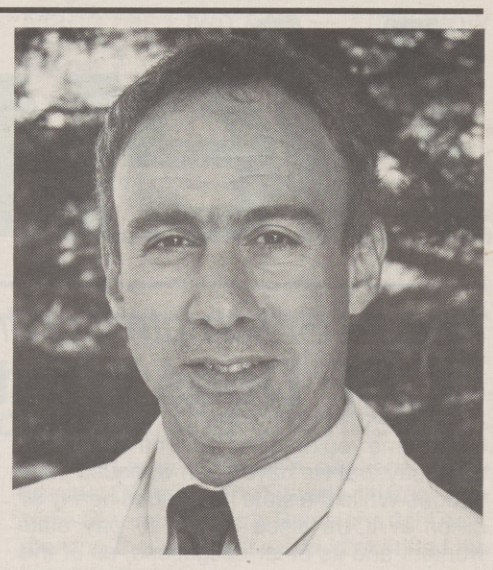
Takano-Stone is assistant clinical professor, physiological nursing, and clinical specialist, gerontology, VAMC. Meleis is professor, mental health, community & administrative nursing, and director, Mid-East Study of Immigration, Health & Adjustment.



"I Didn't Know Nurses Did Research"

After spending the summer on campus in the School of Nursing's Research Apprenticeship Program, Michelle Golden learned something new about the nursing profession: "I didn't know nurses did research, too." Michelle, who will be a senior at Philip Burton High and wants to be a nurse, worked for the summer as a research assistant to Julia Faucett, assistant professor, mental health, community & administrative nursing. Michelle helped with a project called the "Newsroom Study," which involved assessing 100 newspaper employees, including reporters and editors, for what is called cumulative trauma disorders, such as carpal tunnel syndrome. Above, Michelle (right) gets instruction from Julia Faucett on how to operate one of the tools used in the assessments.

Arenson Appointed to Margulis Chair

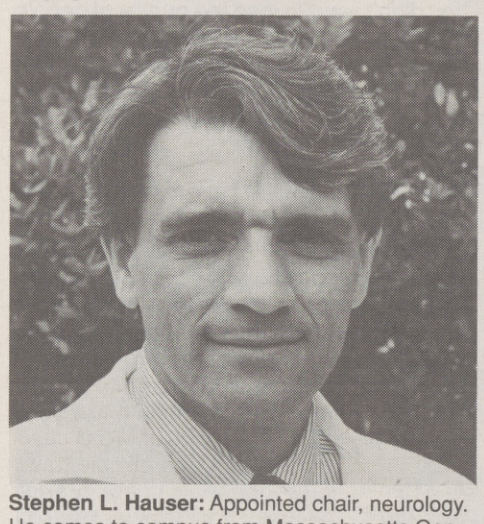


Ronald L. Arenson, the new chair of the Department of Radiology, has been appointed to the Alexander R. Margulis Chair in Radiology.

Professor and chair of the department since January '92, Arenson came to campus from the University of Pennsylvania. His research includes the application of computer technology, such as digital imaging and information management systems to enhance patient care.

Margulis was chair of the department for 23 years before stepping down in 1989 when he was appointed an associate chancellor for special projects. Under his leadership, the department rose to become one of the preeminent radiology departments in the world.

Appointments



Mikkel Aaland

Stephen L. Hauser: Appointed chair, neurology. He comes to campus from Massachusetts General Hospital's Laboratory of Neuroimmunology, which he developed and where he served as director for six years. Hauser, a graduate of MIT and Harvard, trained in medicine at Cornell Medical Center in New York City and neurology at Massachusetts General Hospital. After serving as a research fellow in neuroimmunology for three years at Harvard, he was a visiting scientist at the Institut Pasteur for three years. Hauser's research interests lie in autoimmune disorders of the nervous system, particularly multiple sclerosis and related diseases. His laboratory focuses on the mechanisms of genetic susceptibility to multiple sclerosis.

Marc A. Shuman: Appointed interim director, Cancer Research Institute. He will serve in the position until the new research building is built at Mount Zion and the CRI moves. At that time, a permanent director will be named. During the intervening period, Shuman plans to integrate basic and clinical cancer research on campus and to develop research collaborations with Bay Area biotechnology companies. His own work focuses on defining interactions between tumor cells and normal tissue, and their role in tumor progression. Shuman will continue as chief, hematology, and director of research training, hematology-oncology fellowship program.

Contracts & Grants

Information on contracts and grants is made available to this paper through individual departments, researchers or the funding agency.

John E. Conte, Jr.: Received a three-year grant from NIH for $774,677 to continue his studies with the Infectious Disease Research Group on the prevention and treatment of pneumocystis pneumonia. Conte is clinical professor, epidemiology & biostatistics, medicine & microbiology.

Ira Goldfine: Received $156,328 from the National Cancer Institute to continue studying the role insulin receptors play in breast cancer. Goldfine is professor, medicine & physiology; director, Diabetes & Endocrine Research Laboratory, Mount Zion/UCSF.

Richard Shafer: Received $200,000 from the UC System Biotechnology Research & Education Program to support his project, "Therapeutic Triple-Helix Forming Oligonucleotides." Shafer is professor, pharmaceutical chemistry.

Richard H. Guy: Received $28,245 to conduct a project called "Dermal Exposure & Risk Assessment" from Lawrence Livermore National Laboratory and UC. The research will take place at the Center for Accelerator Mass Spectrometry at the Livermore Laboratory. Guy is vice chair, pharmacy; professor, pharmacy & pharmaceutical chemistry; research associate, dermatology.

DNA *(from page 1)*

In conjunction with the symposium, the Exploratorium will premier new DNA exhibits September 19 to October 4. The display will enable symposium attendees to obtain their own distinctive DNA fingerprints, to actually see and manipulate DNA, and to learn how the sequence of DNA bases in a gene is determined.

This conference now is sold out, but there will be satellite transmissions at various sites, including Cole Hall. To reserve space in Cole Hall, call 476-5808. For information on other sites, call 476-6714.

Publications

N. Scott Adzick & **Michael T. Longaker:** Co-editors, *Fetal Wound Healing* (Elsevier Scientific Publishing, New York, NY, 1992). Adzick is associate professor, surgery & pediatrics. Longaker is sixth-year resident, surgery.

Robert E. Staples: Co-author, *Black Families at the Crossroads* (Jossey-Bass, SF, 1992). Staples is professor, social & behavioral sciences.

Anita L. Stewart: Co-editor, *Measuring Functioning & Well-Being: The Medical Outcomes Study Approach* (Duke University Press, Durham, NC, 1992). Stewart is associate professor, social & behavioral sciences.

UCSF *Newsbreak*

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Deadline for the next issue, which will cover September 12-25, will be on **Monday, August 31, at 11 a.m.** Please send campus news copy to Allen Balderson, Medical Center news to Dawn Finch, and calendar and gazette items to Michele Firpo, all at Box 0462. Last-minute copy can be taken over the telephone by calling 476-1541. The University of California is an affirmative action/equal opportunity employer.

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UC's 125th Anniversary Publication Soon to Hit the Bookstores

Twenty-five years ago, the University of California celebrated its 100th birthday. To commemorate that occasion, a book entitled *Fiat Lux* was published featuring a dramatic collection of photographs by Ansel Adams. Today, that book is a collector's item.

In March 1993, UC will celebrate its 125th anniversary and a photo album once again will celebrate UC's triumphs. Boasting more than 200 color and black and white photos by a total of 26 photographers, the book is entitled *In Pursuit of Ideas*.

The publisher is Collins Publishers of San Francisco. You may know the firm for its *Day in the Life* series, where the best photographers were assembled and given 24 hours to shoot. The series is a collection of 10 books capturing people and dramatic landscapes in such places as Hawaii, Ireland, Italy, Japan, Spain, the Soviet Union and California.

The assignment for *In Pursuit of Ideas* was slightly different. According to Barbara Roether, assignment editor at Collins, since last spring, 14 project or principal photographers and another 12 contributing photographers traveled to the 9 different UC campuses to catch on film the varied facets of the University . . . from education to the natural world, agriculture to biotech research, philosophy to arts and culture, politics to basic sciences.

In the text, the writers address the broad issues facing all UC faculty, staff and students, instead of profiling each campus. The book attempts to convey connections between the various aspects of UC, for example how research at Santa Cruz ends up being taught at Berkeley. Roether says the book shows that the sum of UC is greater than its parts. "I think the book will present UC in a way that's never been done before."

The 192-page, glossy publication will sell for $35 at all UC campus bookstores, including UCSF's Millberry Union, beginning sometime in September. In mid-November, it will be distributed to bookstores across the country, selling for $45. Copies also may be ordered by calling 800-924-3924 or by fax 800-640-6994.

Given the current financial crisis, one might ask, "Why is UC investing money in such a book?" UC signed a contract more than two years ago with Collins. UC agreed to help find sponsors for the book, and to purchase 15,000 copies for re-sale to its alumni, faculty, staff, students, and friends at a discounted price. Digital Equipment Corporation, IBM, Kodak, Fluor, and Peat-Marwick agreed to help underwrite the project. The proceeds from sales of its 15,000 copies will make UC's portion of the project self-supporting.

Need a Ride? RIDES Project Makes it Easier

UCSF is one of six Bay Area employers chosen to be part of a pilot project for RIDES, which allows our Parking & Transportation to update ridematching records for campus employees without going through the RIDES office. Parking & Transportation now can supply employees with a list of people who are potential rideshare commuters. All furnished information will be used solely for ridesharing purposes. Interested? Call 476-1511.

In other commuter news:

BART Plus Tickets

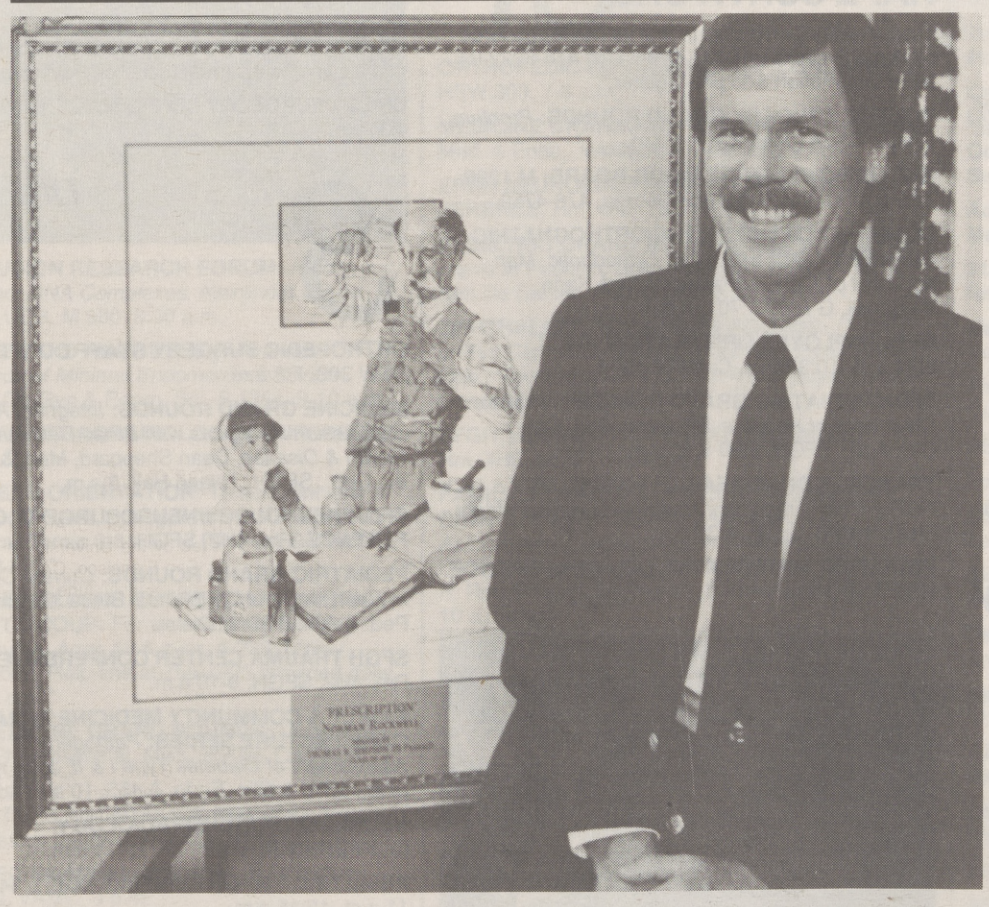
BART Plus tickets will be available at Moffitt central cashier beginning Tuesday, August 25. The tickets come in denominations of $24, $48, $52 and $57 — depending on your individual needs — and can be used for Period A (valid from 1st to 15th of each month) or Period B (valid from 16th to last day of month). The tickets enable you to ride BART, MUNI, AC Transit, Samtrans and many other bus lines. Tickets are on sale five working days before until four working days after the start of each period.

Rideshare Week Begins September 14

Rideshare Week '92 will be from September 14 to 18. As a highlight of this campaign, solo drivers are asked to break their commute habit for just one day — Thursday, September 17, "Beat the Back-up Day." On that day, why not leave your vehicle at home and instead catch a bus, join a carpool or vanpool, bicycle or walk to work; or invite passengers to ride along with you. Just call 476-1511 and ask that a pledge card be mailed to you (or pick one up at MCB, Rm. 500 or MU G Level, Rm. 26). By joining, you'll be eligible to win trips for two to Europe, Hawaii and Mexico, plus annual regional transit passes.

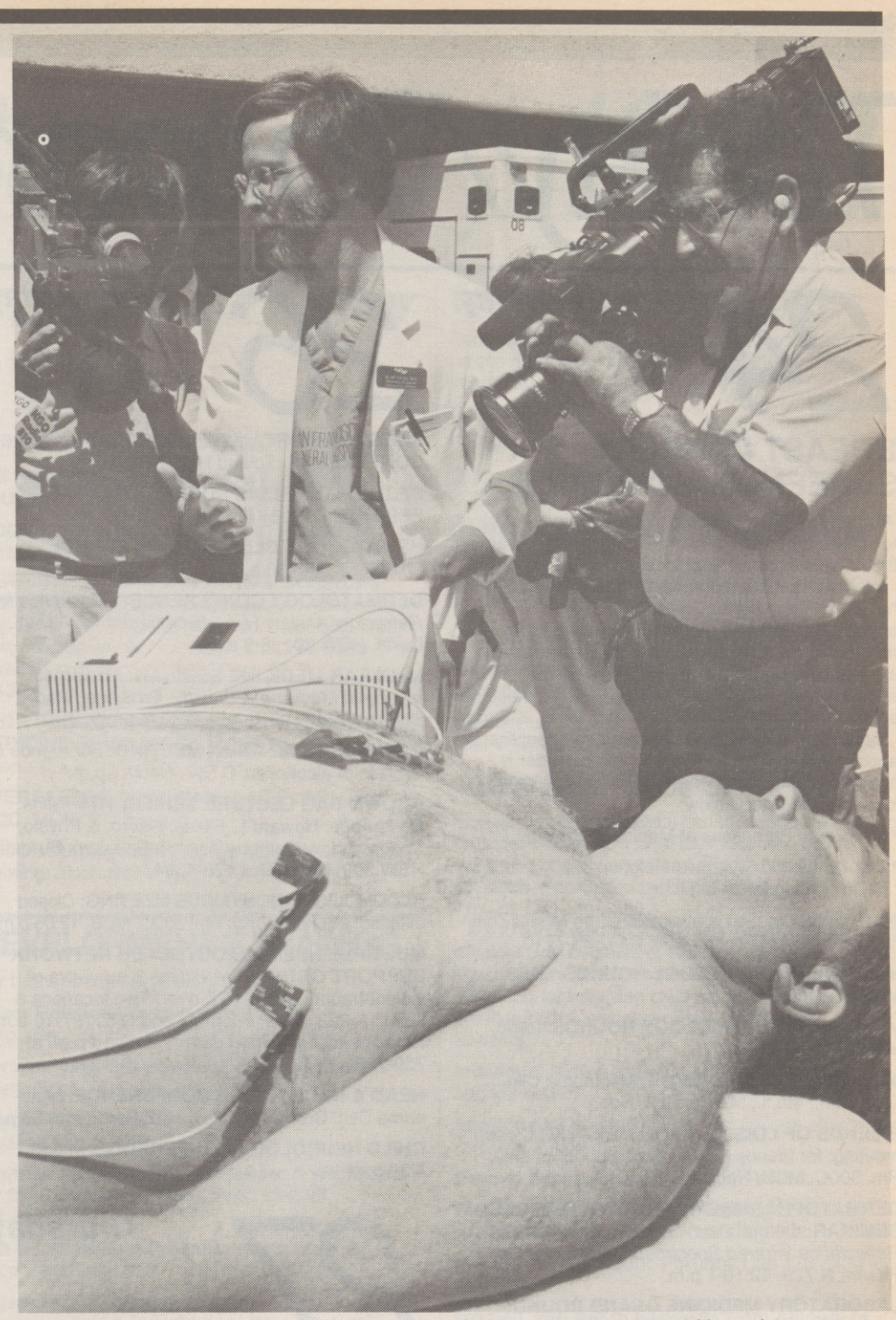
Additional Bus Service for Marin Commute Club

The Marin Commute Club now has additional bus service from Santa Rosa and Ignacio. Bus #6 has extended its service to Santa Rosa departing at 6:08 a.m. with stops in Rohnert Park, Petaluma and Novato. A new Bus #7 currently is departing from Ignacio at 6:50 a.m. with stops in Marinwood, Terra Linda and San Rafael. For further information call 476-1514.



Alum Donates Rockwell Litho to Pharmacy School

"Why not to my alma mater?" thought School of Pharmacy alumnus Tom Simpson, '70, when he was considering where he might donate his Norman Rockwell "Prescription" lithograph. Simpson, who now is director of pharmacy at Emanuel Medical Center in Turlock, says, "I've had a Rockwell hand-signed artist proof for some 10 years now, and I decided it should be hung in a place where more people can enjoy it. I thought a good place would be UCSF." The print temporarily is hanging in Dean Jere Goyan's Office until a more suitable location is found.



At a press conference at SFGH last week, Alan Gelb and cab driver turned hero demonstrate the new EKG machines.

Cab Driver Donates $50,000 to SFGH

In an effort to help victims of violent crime, cab driver Chuck Hollom has donated $50,000 to SFGH to buy four new electrocardiogram (EKG) machines and four portable suction units.

Hollom made local and national news in 1989 when he saw a man snatch a tourist's purse. Hollom, in hot pursuit, pinned the mugger to a wall with his cab, breaking his right leg. In a surprise move, the mugger sued Hollom. The jury ruled in the mugger's favor and awarded him $25,000.

After KGO Radio, Phil Donahue and others got ahold of the story, Hollom became a national hero and many people rallied to raise money on his behalf. Hollom's employer, Luxor Cab, agreed to pay the court judgement.

"I've said publicly that I would not keep the money." Hollom says, "One night I went to SFGH and a nurse got into my cab after a 12-hour shift, and I asked her what the emergency room really needed. And she said, 'Divine intervention.' Then another night a male nurse, Joseph, got in and I asked him the same question and he said, 'EKG machines. Four of them. Also some emergency suction pumps.'"

Hollom donated four new EKG machines valued at $12,500 each. "This new state-of-the-art equipment will allow our emergency department to produce better results faster to take care of critically injured patients," says UCSF's Alan Gelb, chief of emergency services at SFGH. The suction equipment is portable, which allows medical personnel to keep a patient's airways clear while being transported to another area of the hospital. Hollom also donated $9,000 to six different organizations, all committed to helping victims of violent crime, including the Police Athletic League and the Guardian Angels.

Familiar with Hollom's good Samaritan work — he has driven many injured people in his cab to the hospital — UCSF surgeon Ellen Taliaferro, an attending in the SFGH Emergency Room, says, "Here's a spectacular event in which an ordinary citizen commits himself to helping those who help victims of violence . . . We need more like him."

Hollom doesn't seem to want any glory. He says, "People are alive now and well because they have entered into the portals of SFGH."

Millberry "I" Level Construction Begins

After a five-month delay, all systems are go for construction to begin on the "I" level service mall on the west end of Millberry Union. You may remember an article in *Newsbreak* in February about the "I" level renovation. The 2,100 square-foot mall will house a Sports Medicine Center, coffee bar, microcomputer showroom, and will allow for expansion of the fitness center.

There are a few things to be aware of during the construction period which will last through April 1993. Beginning mid-September, the "I" level hallway will be closed. The elevators in the Millberry Garage, which usually run from Irving Street to "I" level, will run up to only "H" level. Parnassus then can be reached via the ACC elevators or the single cab elevator in the southwest corner of Millberry. According to Millberry's manager Al Minvielle, each of the alternatives will be clearly marked.

Meanwhile, maybe you have other questions regarding Millberry construction. Something like: "What is all that construction in the front of Millberry?" "Is the Millberry clock being torn down?" Because the answers involve the Medical Center, turn to page 8.

AIDS Awards Deadline Aug. 31

Monday, August 31, is the deadline for applications for AIDS projects from the San Francisco Center for AIDS Research at SFGH and the AIDS Clinical Research Center at the VAMC.

- **New Investigator Award**. Provides rapid funding for novel ideas in AIDS research. Encourages pursuit of new lines of investigation and/or collaboration to support young investigators. Call Martin Rios at 476-4082, x84200.
- **AIDS Pilot Studies**. Offers support for AIDS research studies designed to better understand the factors that influence the risk of HIV transmission and other bloodborne pathogens in the healthcare setting, and to develop strategies to reduce risk. Call Layne Ethington at 750-6923.

Today/Tomorrow

24 Monday

BREAST CANCER SCREENING SCHEDULE

Women can have low-cost mammograms — X-rays to screen for breast cancer — from a mobile van that travels to convenient locations in the Bay Area.

Women need the approval of their physician to have the mammogram, in addition to their physician's full name, address (including room number & zip) & phone number to assure results are mailed promptly. The procedure takes approximately 20 minutes & costs $60. To make an appointment call 476-2193 between 9 a.m. & 3 p.m.

Because the service has become so popular and appointments fill up by the time this calendar is published, only dates when the van will be at UCSF locations are listed below:

- Oct. 2: On Parnassus at Medical Cntr. Way.
- Oct. 26-29: UCSF/Laurel Heights, 3333 California St. in parking lot on left.

A mammogram also is available at the Mount Zion radiology department for $50. Call 885-7710.

VAMC NEURORADIOLOGY ROUNDS. 2A56, VAMC. 9:15-10 a.m.

VAMC NEUROPATHIOLOGY ROUNDS. 2A56, VAMC. 10:10-11 a.m.

MELANOMA CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. Noon.

FRIENDS OF LOIS AL-ANON MEETING: Closed meeting: for friends & families of alcoholics only. Rm. 300C, MCB. Noon.*

DERMATOPHARMACY/DERMATOTOXICOLOGY SEMINAR: *Dermal Bioavailability: Evaluation by Reflectance Infrared Spectroscopy.* Richard Guy, Pharm. N 729. 12:10-1 p.m.

LABORATORY MEDICINE GRAND ROUNDS: *Who Knows What About Melanoma?* Richard W. Sagabiel, Path. & Derm, MZ. L 535. 4-4:50 p.m.

UCSF AIDS HEALTH PROJECT MEDITATION & SELF-HYPNOSIS WORKSHOP: Weekly discussion group for anyone dealing with HIV or AIDS in themselves or others. Gazebo Rm., Davies Med. Cntr. 7-9 p.m. Call 476-6445.*

25 Tuesday

PLASTIC SURGERY GRAND ROUNDS: D & C Conference. Rm. 200 1A-122, VAMC. 7-8 a.m.

MULTIDISCIPLINARY TUMOR BOARD: M 1296. 7:30 a.m. Call Barbara Jim-George, 476-4750.

ORAL & MAXILLOFACIAL SURGERY GRAND ROUNDS: Residents Forum. C 701. 8 a.m.

SFGH PEDIATRIC GRAND ROUNDS: *Feeding Throughout Diarrhea.* John Snyder, Gastroent. Carr Aud., SFGH. 8:30-9:30 a.m.

TRANSFUSION RESEARCH FORUM: *Blood-Borne Viruses & OSHA Requirements.* Ron Morales, EH&S. L 535. 8:30 a.m.

PEDIATRIC NEURORADIOLOGY CONFERENCE. HSE 317. 9 a.m.

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. A 222, LPPI. 10 a.m.-noon. Help-line at 759-7923 provided daily, 7 a.m.-10 p.m.*

SFGH MEDICINE GRAND ROUNDS: *Current Treatment of Acute Pancreatitis & Its Complications.* James Grendell, Med, GI Unit & Physio., VAMC. Carr Aud., SFGH. 11:30 a.m.

OVEREATERS ANONYMOUS MEETING: Regular OA discussion meeting. N 717B. Noon.*

VAMC EEG READING SESSION. Bldg. 203, Rm. 2A49, VAMC. 3 p.m.

SFGH GI MEDICINE/SURGERY/RADIOLOGY IMAGING CONFERENCE. Rm. 1X58, SFGH. 4-5 p.m.

BRAIN TUMOR RESEARCH CENTER & RADIATION ONCOLOGY SEMINAR: *Spinal Cord Radiation Tolerance: Are Current Concepts Valid?* Kian Ang, Radiotherapy, U Texas. L 34. 5-6 p.m.

NEUROLOGY GRAND ROUNDS: *Meningeal Neoplasms.* Stephen Sagar, Neuro. S 664. 5-6 p.m.

VOLUNTEER ORIENTATION: To acquaint new & potential volunteers with opportunities available in the Medical Cetner at UCSF. LPPI Aud. 5:30-7:30 p.m. Call 476-1196.*

*Open to the public.

26 Wednesday

SURGERY MORTALITY & MORBIDITY CONFERENCE. Toland Hall. 7-8:30 a.m.

SFGH ORTHOPEDIC SURGERY STAFF CONFERENCE. Rm. 5K8, SFGH. 7:30-9 a.m.

HEMATOLOGY CLINICAL CONFERENCE. M 1296. 7:30-8:30 a.m.

DERMATOLOGY CONFERENCE: *Liposuction for Refractory Axillary Hyperhidrosis.* John Geisse, Derm. HSW 301. 8-9 a.m.

NUCLEAR MEDICINE SEMINAR: *Radioautography in Medicine & Biology.* Ed Siegel, Rad. Safety, VAMC. LPPI Aud. 8:30 a.m.

PARNASSUS AL-ANON MEETING: For friends & families of alcoholics. C 517. Noon-1 p.m.*

BROWN BAG LECTURE SERIES: *Why Pains Don't Fade.* Howard L. Fields, Neuro. & Physio. Sponsored by Campus Tours & Speakers Bureau. HSW 300. Noon. Call 476-4394.*

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. Rm. 300C, MCB. 12:05 p.m.*

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. Two locations & times: A 222, LPPI, 1-3 p.m., and N 517, 7-10 p.m. Help-line also provided daily, 7 a.m.-10 p.m. at 759-7923.*

HEAD & NECK TUMOR CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. 1:30 p.m.

CHILD NEUROLOGY CONFERENCE. M 666. 4:30 p.m.

27 Thursday

ORTHOPEDIC SURGERY STAFF CONFERENCE. HSW 303. 7-8 a.m.

MEDICINE GRAND ROUNDS: *Brain Ischemia & Edema: Mechanisms & Management.* Robert A. Fishman, Neuro. Toland Hall. 8-9 a.m.

SFGH NEUROLOGY/NEUROSURGERY CONFERENCE. Rm. 4H2, SFGH. 8-9 a.m.

PEDIATRIC GRAND ROUNDS: *Respiratory Health Effects of Environmental Tobacco Smoke Exposure in Children.* Fernando Martinez, Ped. Pulm., U Ariz. S 664. 8:30-9:30 a.m.

SFGH TRAUMA CENTER CONFERENCE. Rm. 4H2, SFGH. 9-10 a.m.

NEUROLOGY/NEURORADIOLOGY CONFERENCE. HSE 317. 10-11 a.m.

FAMILY & COMMUNITY MEDICINE/PRIMARY CARE LECTURE SERIES: *The Basic Principles of Geriatric Drug Therapy.* R. Ron Finley, Clin. Pharm. & Pharm. A 455. 10 a.m-noon.

PEDIATRIC TUMOR CONFERENCE. L 34. 11 a.m.-12:15 p.m.

ONCOLOGY CLINICAL CONFERENCE. M 1296. 4 p.m.

MEDICINE/SURGERY ADULT CARDIAC CATHETERIZATION CONFERENCE. L 1361. 4-6 p.m.

NEUROSURGERY GRAND ROUNDS. HSW 302. 4-5:30 p.m.

PRIMARY CARE GRAND ROUNDS: *Update on Colony Stimulating Factors.* Robin Corelli, Pharm. Serv. A 455. 4:30 p.m.

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. LPPI A222. 6 p.m.*

28 Friday

SPINE CONFERENCE ROUNDS. C 417. 7-8 a.m.

CRI HEMATOLOGY/ONCOLOGY JOURNAL CLUB. M 1296. 8 a.m.

MOUNT ZION MEDICINE GRAND ROUNDS. Herbst Hall, MZ. 8:30-9:30 a.m.

INSTITUTE OF HEALING ARTS & SCIENCES LECTURE: *Attracting & Understanding Your Soul Mates.* Susan Scott, hypnotherapist. N 721. Noon. Call 759-9929.*

OVEREATERS ANONYMOUS MEETING. Rm. 300C, MCB. 12:05 p.m.*

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. C 417. 12:10-1 p.m.*

29 Saturday

INSTITUTE OF HEALING ARTS & SCIENCES WORK-SHOP: *Research Your Own Health Condition.* Terry Olesen, health educator, presents this medical self-help workshop. $55-65. MU 111. 9 a.m.-1 p.m. Call Terry at 759-9929.*

31 Monday

VAMC NEURORADIOLOGY ROUNDS. 2A56, VAMC. 9:15-10 a.m.

LAKESIDE SENIOR MEDICAL CENTER PRESENTATION: *Traveling with Arthritis.* Harris McIlwain, rheumatologist, & Arthur Frommer, travel writer, provide instruction about traveling comfortably, stressing the importance of planning ahead. Lakeside Presbyterian Church, corner of Eucalyptus & 19th Ave. 10 a.m. Call 586-8600.*

AUXILIARY CHILDREN'S FASHION SHOW

The Hospitals Auxiliary sponsors this benefit luncheon and children's fashion show. Children of UCSF families model with piano accompaniment by Peter Mintun. $45. Ritz-Carlton, 600 Stockton St. 11:30 a.m. Call 476-4906. (See story on page 7.)*

MELANOMA CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. Noon.

FRIENDS OF LOIS AL-ANON MEETING: Closed meeting: for friends & families of alcoholics only. Rm. 300C, MCB. Noon.

LABORATORY MEDICINE GRAND ROUNDS: *Protein-DNA Interactions in Globin Producing Cells.* Yuet W. Kan, Lab. Med. & Hem. L 535. 4-4:50 p.m.

UCSF AIDS HEALTH PROJECT MEDITATION & SELF-HYPNOSIS WORKSHOP: Weekly discussion group for anyone dealing with HIV or AIDS in themselves or others. Gazebo Rm., Davies Med. Cntr. 7-9 p.m. Call 476-6445.*

1 Tuesday

SUPPORT GROUP FOR RAPE SURVIVORS

Twelve-week group begins this month. Sponsored by Rape Prevention Educ. Prog. Call 476-5222 for more information & to pre-register.*

PLASTIC SURGERY GRAND ROUNDS: *Problem Cases.* Davies Med. Cntr. 7 a.m.

MULTIDISCIPLINARY TUMOR BOARD: M 1296. 7:30 a.m. Call Barbara Jim-George, 476-4750.

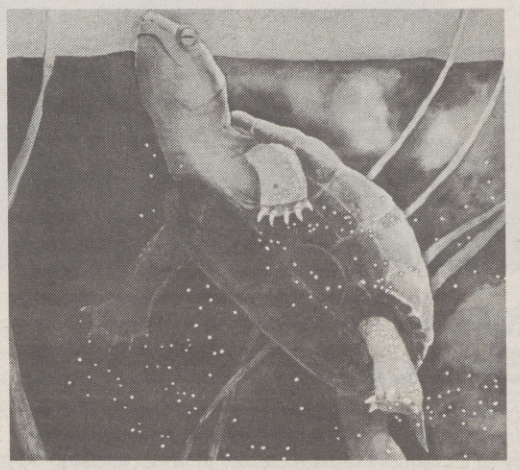
COMBINED ORTHODONTIC/ORTHOGNATHIC SURGERY CONFERENCE: *Orthodontic Management of Cleft Lip/Palate Patient.* Karin Vargervik, G & D. C 701. 8 a.m.

NEW EMPLOYEE ORIENTATION: S 214. 8:30 a.m.-10:30 a.m. Call 476-1073.

SFGH PEDIATRIC GRAND ROUNDS: *Different Diagnoses of Red Eye.* Bill Good, Ped. Oph. Carr Aud., SFGH. 8:30-9:30 a.m.

TRANSFUSION RESEARCH FORUM: *HBV & HCV PCR in Liver Transplant Recipients.* Teresa Wright, Med., VAMC. L 535. 8:30 a.m.

PEDIATRIC NEURORADIOLOGY CONFERENCE. HSE 317. 9 a.m.



ART FOR FALL

Paintings & drawings by Juliane Poirier on display today through Mon., Nov. 30. Fac/Alum House. 9 a.m.-5 p.m. Call 476-4723. Opening reception for artist on Fri., Sept. 11. 5-8:30 p.m.*

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. A 222, LPPI. 10 a.m.-noon. Help-line at 759-7923 provided daily, 7 a.m.-10 p.m.*

SFGH MEDICINE GRAND ROUNDS: *Cloning of the Human Platelets Thrombin Receptor: From Bench to Bedside.* Dave Huang, Blood Bank, SFGH. Carr Aud., SFGH. 11:30 a.m.

CAMPUS AMNESTY INTERNATIONAL MEETING: First Tuesday of each month. MU 111. Noon-1 p.m.*

OVEREATERS ANONYMOUS MEETING: Regular OA discussion meeting. N 717B. Noon.*

VAMC EEG READING SESSION. Bldg. 203, Rm. 2A49, VAMC. 3 p.m.

SFGH GI MEDICINE/SURGERY/RADIOLOGY IMAGING CONFERENCE. Rm. 1X58, SFGH. 4-5 p.m.

NEUROLOGY RESEARCH SEMINAR: *Herpes Simplex Virus Infection of the Retinal Pigment Epithelium: A Model of Centripetal Transport.* Jennifer LaVail, Anat. S 664. 5-6 p.m.

2 Wednesday

SFGH ORTHOPEDIC SURGERY STAFF CONFERENCE. Rm. 5K8, SFGH. 7:30-9 a.m.

HEMATOLOGY CLINICAL CONFERENCE. M 1296. 7:30-8:30 a.m.

OCCUPATIONAL & ENVIRONMENTAL MEDICINE GRAND ROUNDS: *A Case Study of Ergonomic Intervention in a Manufacturing Industry.* Mukund Sankaranarayan, CA Occ. Hlth. Prog. A 455. 8-9 a.m.

WHAT'S NEW IN SPORTS MEDICINE?

Current Progress in Sports Medicine. W. Dilworth Cannon, Jr., Orth. Surg & Sports Med Clin. Part of the Brown Bag Series sponsored by Campus Tours & Speakers Bureau. HSW 300. Noon. Call 476-4394.*

PARNASSUS AL-ANON MEETING: For friends & families of alcoholics. C 517. Noon-1 p.m.*

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. MCB, Rm. 300C. 12:05 p.m.*

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. Two locations & times: A 222, LPPI, 1-3 p.m., and N 517, 7-10 p.m. Help-line also provided daily, 7 a.m.-10 p.m. at 759-7923.*

HEAD & NECK TUMOR CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. 1:30 p.m.

CHILD NEUROLOGY CONFERENCE. M 666. 4:30 p.m.

3 Thursday

ORTHOPEDIC SURGERY STAFF CONFERENCE. HSW 303. 7-8 a.m.

MEDICINE GRAND ROUNDS: *Integrins: A Family of Adhesion Receptors with Broad Relevance to Health & Disease.* Dean Sheppard, Med. & Lung Bio Cntr., SFGH. Toland Hall. 8 a.m.

SFGH NEUROLOGY/NEUROSURGERY CONFERENCE. Rm. 4H2, SFGH. 8-9 a.m.

PEDIATRIC GRAND ROUNDS: *Current Concepts in Non-Hodgkins Lymphoma.* Bruce Shiramizu, Ped. S 664. 8:30-9:30 a.m.

SFGH TRAUMA CENTER CONFERENCE. Rm. 4H2, SFGH. 9-10 a.m.

FAMILY & COMMUNITY MEDICINE/PRIMARY CARE LECTURE SERIES: *Pathogenic Assessment of Diabetes Type I & II.* John Karam, Med., MRU & Clin. Endo. A 455. 10 a.m-noon.

NEUROLOGY/NEURORADIOLOGY CONFERENCE. HSE 317. 10-11 a.m.

PEDIATRIC TUMOR CONFERENCE. L 34. 11 a.m.-12:15 p.m.

CHILI COOK-OFF

Get a taste of chili cooked by fellow members of the campus community. You can even be ajudge, if you buy a tasting kit. EMPACT! sponsors the event with help from Gaylord India Restaurant & Hotel Richelieu. Sauder's Court. 11:30 a.m.-1:30 p.m. Call 476-2675. (See story on page 6.)

MEDICINE/SURGERY ADULT CARDIAC CATHETERIZATION CONFERENCE. L 1361. 4-6 p.m.

Aug. 22-Sept. 11, 1992

ONCOLOGY CLINICAL CONFERENCE. M 1296. 4 p.m.

PRIMARY CARE GRAND ROUNDS: *Treatment of Urinary Incontinence.* Abner Korn, Ob/Gyn & Repro. Sci. A 455. 4:30 p.m.

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. LPPI A 222. 6 p.m.*

4 Friday

SPINE CONFERENCE ROUNDS. C 417. 7-8 a.m.

CRI HEMATOLOGY/ONCOLOGY JOURNAL CLUB. M 1296. 8 a.m.

MOUNT ZION MEDICINE GRAND ROUNDS. Herbst Hall, MZ. 8:30-9:30 a.m.

OVEREATERS ANONYMOUS MEETING. Rm. 300C, MCB. 12:05 p.m.*

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. C 417. 12:10-1 p.m.*

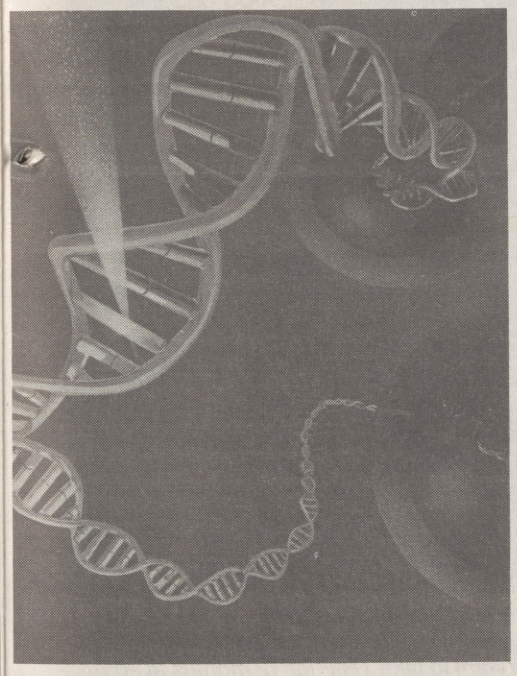
8 Tuesday

PLASTIC SURGERY GRAND ROUNDS: *Photography in Plastic Surgery.* William Hoffman, Plast. Surg. Rm. 200 1A-122, VAMC. 7 a.m.

MULTIDISCIPLINARY TUMOR BOARD: M 1296. 7:30 a.m. Call Barbara Jim-George, 476-4750.

ORAL & MAXILLOFACIAL SURGERY GRAND ROUNDS: Presentation of OMJS papers for AAOMS. C 701. 8 a.m.

SFGH PEDIATRIC GRAND ROUNDS. Carr Aud., SFGH. 8:30-9:30 a.m.



TRANSFUSION RESEARCH FORUM: *Highly Fluorescent DNA Complexes.* Alexander Glazer, Mol. Bio., UCB. M 980. 8:30 a.m.

OB/GYN GRAND ROUNDS: *Significance & Appearance of Minimal Endometriosis.* Eldon Schriock, Ob/Gyn & Repro. Sci. S 1364. 9-10 a.m.

PEDIATRIC NEURORADIOLOGY CONFERENCE. HSE 317. 9 a.m.

VOLUNTEER ORIENTATION: To acquaint new & potential volunteers with opportunities available in the Medical Center at UCSF. LPPI Aud. 9-11 a.m. Call 476-1196.*

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. A 222, LPPI. 10 a.m.-noon. Help-line at 759-7923 provided daily, 7 a.m.-10 p.m.*

SFGH MEDICINE GRAND ROUNDS: *Update on Malaria.* Phil Rosenthal, Med., SFGH. Carr Aud., SFGH. 11:30 a.m.

OVEREATERS ANONYMOUS MEETING: Regular OA discussion meeting. N 717B. Noon.*

VAMC EEG READING SESSION. Bldg. 203, Rm. 2A49, VAMC. 3 p.m.

SFGH GI MEDICINE/SURGERY/RADIOLOGY IMAGING CONFERENCE. Rm. 1X58, SFGH. 4-5 p.m.

NEUROLOGY GRAND ROUNDS: *Neuropathic Pain.* Howard Fields, Neuro. & Physio. S 664. 5-6 p.m.

LUPUS SUPPORT GROUP

Meets second Tuesday of the month. C 27, MZ. 7-9 p.m. Call 885-1720.*

9 Wednesday

SURGERY GRAND ROUNDS: *Current Treatment of Klatskin Tumors.* Yuji Nimura, Surg., Nagoya U, Japan. Toland Hall. 7-8:30 a.m.

SFGH ORTHOPEDIC SURGERY STAFF CONFERENCE. Rm. 5K8, SFGH. 7:30-9 a.m.

HEMATOLOGY CLINICAL CONFERENCE. M 1296. 7:30-8:30 a.m.

DERMATOLOGY STAFF CONFERENCE: *Alopecia Areata: Is It Autoimmune?* Emilio Khoury, Med. HSW 301. 8-9 a.m.

NUCLEAR MEDICINE SEMINAR: *PET - 1992.* Thomas Budinger, Lawrence Berkeley Lab, UCB. LPPI Aud. 8:30 a.m.

PARNASSUS AL-ANON MEETING: For friends & families of alcoholics. C 517. Noon-1 p.m.*

BROWN BAG LECTURE SERIES: *What Can Your Pharmacist Do for You & What You Can Do for Your Pharmacist.* Linda R. Bernstein, Pharm. Sponsored by Campus Tours & Speakers Bureau. HSW 300. Noon. Call 476-4394.*

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. Rm. 300C, MCB. 12:05 p.m.*

PSYCHIATRY GRAND ROUNDS: *On the Abolishment of the Case Manager.* Leonard I. Stein, Psychr., U Wisc.; Mental Hlth. Cntr., Dane County, Wisc. LPPI Aud. 1-2 p.m.

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. Two locations & times: A 222, LPPI, 1-3 p.m., and N 517, 7-10 p.m. Help-line also provided daily, 7 a.m.-10 p.m. at 759-7923.*

HEAD & NECK TUMOR CONFERENCE. Melanoma Clin. Conf. Rm., 4th fl., MZ Pavilion. 1:30 p.m.

CHILD NEUROLOGY CONFERENCE. M 666. 4:30 p.m.

OPERATIVE UROLOGY CONFERENCE. M 464. 5-6 p.m.

MOUNT ZION COMMUNITY MEETING

Public meeting to discuss a Subsequent Environmental Impact Report concerning changes in proposed construction at UCSF/Mount Zion. Herbst Hall, MZ. 7 p.m.*

10 Thursday

ORTHOPEDIC SURGERY STAFF CONFERENCE. HSW 303. 7-8 a.m.

MEDICINE GRAND ROUNDS: *CPC.* Ken McQuaid, Med. & Endo., VAMC. Cole Hall. 8-9 a.m.

SFGH NEUROLOGY/NEUROSURGERY CONFERENCE. Rm. 4H2, SFGH. 8-9 a.m.

PEDIATRIC GRAND ROUNDS: *Recent Developments in Pediatric Bone Marrow Transplantation.* Ken De Santes, Ped. S 664. 8:30-9:30 a.m.

OPHTHALMOLOGY GRAND ROUNDS: *Delivery of Eye Care in Developing Countries.* Peter Egbert, Oph., Stanford. 8:30 a.m. S 214. Preceded by case presentation: *Retina.*

SFGH TRAUMA CENTER CONFERENCE. Rm. 4H2, SFGH. 9-10 a.m.

FAMILY & COMMUNITY MEDICINE/PRIMARY CARE LECTURE SERIES: *Ambulatory Assessment & Management of Hypertension.* Dorothy Perloff, Med., EKG & Hyperten. Clin.; R. Ron Finley, Clin. Pharm. & Pharm. A 455. 10 a.m-noon.

NEUROLOGY/NEURORADIOLOGY CONFERENCE. S 1364. 10-11 a.m.

PEDIATRIC TUMOR CONFERENCE. L 34. 11 a.m.-12:15 p.m.

A NEW LOOK AT WOMEN'S SEXUALITY

Women's Sexuality: Beyond Stereotypes. A panel discussion with four women who advance the notion that sexually explicit material can enhance women's sexuality. Sponsored by Women's Resource Cntr. Cole Hall. Noon-1 p.m. Followed by book signing. Call 476-0400.*

ONCOLOGY CLINICAL CONFERENCE. M 1296. 4 p.m.

MEDICINE/SURGERY ADULT CARDIAC CATHETERIZATION CONFERENCE. L 1361. 4-6 p.m.

PRIMARY CARE GRAND ROUNDS: *HMO's: The Solution? Their Mechanism, Cost, Quality & Ethics.* Terrigal Burn, Med., Gen. Int. Med. & Health Net. A 455. 4:30 p.m.

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. LPPI A222. 6 p.m.*

11 Friday

SPINE CONFERENCE ROUNDS. C 417. 7-8 a.m.

CRI HEMATOLOGY/ONCOLOGY JOURNAL CLUB. M 1296. 8 a.m.

MOUNT ZION MEDICINE GRAND ROUNDS. Herbst Hall, MZ. 8:30-9:30 a.m.

INSTITUTE OF HEALING ARTS & SCIENCES LECTURE: *Holotropic Breathwork: An Adventure in Self-Discovery.* Gilberto Mercado, holotropic breathwork practitioner. N 721. Noon. Call 759-9929. (Followed by workshop on Sat., Sept. 12. 9 a.m.-8 p.m. C 130.)*

SFGH PROGRAM IN CELLULAR & MOLECULAR MEDICINE SEMINAR. Rm. 3208, Bldg. 30, SFGH. Noon.

OVEREATERS ANONYMOUS MEETING. Rm. 300C, MCB. 12:05 p.m.*

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. C 417. 12:10-1 p.m.*

DEVELOPMENT & TRAINING

For further information call 476-4032.

Labor Relations Supervisory Series. Wed., Sept. 9, 16, 23. 8:30 a.m.-noon. $25.

Demystifying Gift/Private Grant Acceptance. Tues., Sept. 15. 9 a.m.-noon. $20.

Payroll Workshop. Tues., Sept. 15. 12:30-4:30 p.m. $20.

Communicating with Confidence: A Workshop for Non-Managers. Wed., Sept. 16 & 23. 1-4:30 p.m. $45.

The UCSF Budget Process. Thurs., Sept. 17. 9 a.m.-4:30 p.m. $30.

Supervisor's Training Program. Tues., Sept. 22, 29, Oct. 6. 8:30 a.m.-4:30 p.m. Tues., Oct. 13. 8:30 a.m.-12:30 p.m. $65.

Materiel Management Workshop - Module 1. Fri., Sept. 25. 8:30 a.m.-12:30 p.m. $20.

Employment Discrimination Law Update for Supervisors & Managers. Wed., Sept. 30. 8:30 a.m.-noon. $20.

CONTINUING EDUCATION

MEDICINE

For program information call 476-4251, registration 476-5808.

11th Annual Recent Advances in Pulmonary & Critical Care Medicine. Sheraton Palace Hotel, SF. Sept. 17-19.

7th Annual Primary Care Medicine: Principles & Practice. Sheraton Palace Hotel, SF. Sept. 23-25.

Cardiology Update. Quail Lodge, Carmel, CA. Oct. 1-3.

Occupational & Environmental Medicine — Session II. Miyako Hotel, SF. Oct. 19-30.

Advances in Occupational & Environmental Medicine. Miyako Hotel, SF. Oct. 26-30.

21st Annual Topics in Emergency Medicine. Ritz-Carlton Hotel, SF. Oct. 26-30.

Management of Cardiac Arrhythmias: Practical Aspects. Fairmont Hotel, SF. Oct. 31.

The UCSF Otolaryngology Update: 1992. Ritz-Carlton Hotel, SF. Nov. 5.

DENTISTRY

For locations & information call 476-1101.

Simplify Your Crown & Bridge Appointment Lecture. Sept. 18.

Simplify Your Crown & Bridge Appointment Workshop. Sept. 19.

Dental Radiography: Current Topics & Troubleshooting. Sept. 26.

Update on Aesthetic Restorative Dentistry. Oct. 3.

Pharmacology & Therapeutics in Dental Practice. Oct. 16.

Clinical Solutions for Complete Dental Problems. Oct. 17

Endodontics in the '90s. Oct. 23.

Advanced Crown, Bridge & Implant Temporization. Oct. 24.

THE NEXT DEADLINE

Mon., Aug. 31, is the deadline for items to be listed in the next calendar, which covers **Sept. 12-25, 1992 (two weeks).** They must be received in our office in writing by 11 a.m. on that Monday. Mail your copy to Michele Firpo at Box 0462, call 476-1541, send a fax to 665-8668 or bring it to S 20.

WOMEN'S RESOURCES

Sponsored by UCSF Women's Resource Center unless otherwise noted. Call 476-0400 for information & 476-5836 to pre-register.

GROUPS

Ongoing drop-in groups for women:

Circle of Sisters. Black women's group. Fridays. L 535. Noon.

General Women's Support Group. Two groups. Call for information.

Latin Women Coalition. Wednesdays. Noon. Call 476-7117 for location.

Lesbian Lunch Group. Mondays. C 417. Noon.

Single Parent Support Group. Wednesdays. Noon. Call 564-3515 for locations.

Women Living with Life-Altering Illness. Alternate Wednesdays. 7-9 p.m. N 423. Call 775-2854.

AIDS/ARC/HIV+ SUPPORT

Anonymous & confidential caring, support & training for people with AIDS or ARC, those who have tested HIV positive & others affected by the epidemic. Sponsored by UCSF AIDS Health Project. Call 476-6430.*

If you are a woman who is HIV positive & can't get medical care because of practical needs, call Marisa Davis at the Women's Advocacy Program at 476-0654 for help with child care, transportation, medical care & social services. "Hablamos Español."*

Individual Risk Assessment & Referrals. By appointment.

Facilitated 8-week Groups. For anyone affected, at risk or infected.

Drop-in Group for the Recently Tested.

Positives Being Positive. Support groups in the community meet regularly. Call 476-3902.

Living with HIV Public Forums. Call 476-6430 for schedule.

Women with HIV In Recovery from Alcohol or Drug Addiction. Call 476-3902.

Lesbian Couples Living with HIV. Call 476-3902.

Women of Color with Asymptomatic HIV Infection. Call Barbara at 476-3902.

Heterosexual Couples Living with HIV. Call 476-3902.

CALL 502-NEWS

UCSF's internal news hotline gives up-to-the-minute information for staff, faculty & students.

FAMILY BEREAVEMENT SUPPORT GROUPS

If you have lost a child to a serious illness, the Family Bereavement Program at Mount Zion offers support groups for parents, siblings or grandparents that meet weekly for 12 sessions. Call Laura Koehler at 885-7529 for time & date of next session.

SHAPEDOWN WEIGHT MANAGEMENT PROGRAMS

SHAPEDOWN Weight Management Programs offer support & training for overweight children, adolescents & their families. The groups, conducted by an interdisciplinary team of pediatric obesity specialists, avoid dieting & help families develop healthier lifestyles. Meetings take place on Thursdays in the late afternoon or early evening. Call 476-4575 for information on groups starting in September.

CRIME PREVENTION

Presented by UCSF Police Department Crime Prevention Program. Call 476-5683 for information & reservations.

Crime Prevention Presentations. By appointment to campus departments & employees in the workplace.

Tear Gas Classes. Department of Justice certified. Personnel Conference Rm., 1350-7th Ave. 6-9 p.m. $12. Pre-registration required.*

RAPE PREVENTION

Classes, workshops & support groups sponsored by UCSF Rape Prevention Program. Call 476-5222.

Personal Safety, Rape & Assault Prevention Presentations. By appointment to campus departments & employees in the workplace.

Support Group for Sexual Assault Survivors. Twelve consecutive weekly sessions on a day to be arranged. (See Tues., Sept. 1.)

OUTDOORS UNLIMITED

Outdoors Unlimited is a cooperative resource center for outdoor recreation & adventure, serving both the UCSF campus & the general public. It provides skills training, equipment rental, trip planning information & a place to meet others with similar interests. To receive a quarterly listing of OU trips & clinics, send a self-addressed, stamped envelope to Outdoors Unlimited, Box 0234A. For more information call 476-2078.

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Fun Zone

20 Chili Chefs Cooking September 3

If you like chili, here's your chance to taste 20 versions created by scientists and other UCSF types. EMPACT! is sponsoring a Chili Cookoff on Thursday, September 3, from 11:30 a.m. to 1:30 p.m. in Saunders Court. If you buy a tasting kit, you automatically qualify as a judge. The $4 kit includes a cup, spoon, napkin and judging card. If you decide you'd rather cook than eat, call EMPACT! right away, 476-2675, and see if there's still room on the chefs' panel. The popular-vote winner will get a PRO Magnalite cookware set. Note: Two sponsors are making this event possible — Gaylord India Restaurant and Hotel Richelieu, both in San Francisco.

Also note:

- **Sunset Cruise.** Tuesday, September 1, 5:30 p.m. Take a relaxing sail up the cityfront aboard the 78-foot *Rendezvous*, including hosted hors d'oevres and no-host beverages. $20/25. Sponsored by Outdoors Unlimited. Call 476-2078.
- **Buy your Labor Day tickets early!** Due to Millberry's annual clean-up, EMPACT! ticket sales at the MU Central Desk will be limited the week prior to Labor Day weekend. The facilities will be closed Monday, August 31, through Monday, September 7. During this period, tickets will be available Monday, August 31, through Friday, September 4, 11 a.m. to 6 p.m. *only*. Regular ticket sale hours will resume on Tuesday, September 8.
- **Ticket sale changes at SFGH.** Beginning Tuesday, September 8, EMPACT! ticket sales at SFGH will be limited to Mondays, Wednesdays and Fridays, 11:30 a.m. to 1:30 p.m. only, in the Risk Management Office, Bldg. 20, Room 2105. Otherwise, tickets are available at the Millberry Central Desk.
- **UCSF Orchestra Recruiting.** The UCSF Orchestra is beginning its 1992-93 season. Musicians interested in joining should call Jonathon Davis, 681-2468. Rehearsals are held on Tuesday nights beginning September 22.
- **Health Net Classes.** Health Net is sponsoring two upcoming classes, "Fresh Start Quit Smoking Program" on Tuesday and Thursday evenings beginning September 15; and "Shapedown" weight management program for obese children on Thursday evenings beginning October 8. "Fresh Start" is $24.50 (call 394-7100); "Shapedown" is $50 for members (call 476-4575).

Fund Performances

For those invested in the 403(b) Plan and the After-tax plan, here are the latest unit values and monthly factors (as of July 31, 1992). The newly reported "annualized yield" reflects the annual yield that could be achieved if the current monthly rate were compounded for one year.

	Monthly Factors	Annual Rate	Annualized Yield
Savings	.0064	7.40%	7.68%
Money Mkt	.0035	4.05%	4.18%
ICCF	.0071	8.36%	8.57%

	Unit Value	1-Year Change	3-year Average Annual Yield
Bond	$53.72	22.2%	11.6%
Equity	$86.38	12.8%	11.1%
Multi-Asset	$12.84	12.1%	N/A

The investment results, as measured by total return figures given above, represent past performance and should not be considered indicative of future results. If you have questions, please call 476-9256.

AIDS Walk — We're #3, He's #1

The UC team was the third-place corporate winner in the sixth annual AIDS Walk on Sunday, July 19, raising nearly $55,000. Out of the team members from UCSF, UC Berkeley, UC Davis, UC Santa Cruz, and the President's Office, UCSF's Donald Masuda of Emergency Services came in #1 with $1,500 in donated funds. That amount was added to another $38,500 raised just by UCSF alone! Above, clockwise from top right, is Donald, a Chancellor's Public Service Award winner this year, who also is on the board of the Asian Pacific AIDS Coalition, one of the agencies funded by the Walk; UCSF's Brenda Patterson, who coordinated UC's participation; Paul Causey of the UCSF AIDS Health Project, also one of the agencies funded; and Melvin Terry, who coordinated UC Berkeley's participation.

Budget *(from page 1)*

people will get their merits.

Q: *Are all A&PS and MAP employees eligible for merits, and for how much?*

A: Yes, when the A&PS and MAP programs were structured, a July merit cycle was established for everyone. There will be a 2% increase for everyone in those series unless they are at the top of their range or if there is a performance issue.

Q: *Will these merits require more paper work by the supervisors? And when is the deadline for submitting the forms?*

A: There is no more paper work than what merit increases usually entail. The preliminary rosters already have been sent to managers. The actual merit mark-up lists should have been out by the 18th or 19th of August with a 3- to 4-day turnaround time.

Q: *What is the status of merit programs for those people covered by collective bargaining agreements?*

A: AFSCME Service & Clerical bargaining units presently are in negotiations with the University. AFSCME Patient Care Technical and the California Nurses Association presently have contracts in effect. CNA is scheduled for renegotiations in October '92. AFSCME Patient Care Technical will be in negotiations April '94. Librarians/American Federation of Teachers have agreed to a merit program similar to the program being instituted for faculty.

Q: *Doesn't it seem a little unfair that an employee who is at the top of their salary range and therefore "topped out" is not eligible for a merit?*

A: Again, this is a merit and not cost-of-living increase. Merits are based on salary ranges. As you continue to perform in the job, and you do well, your salary goes up within that range. But at some point you do reach the top. Then your salary can increase only if your job has changed enough to warrant reclassification or if the University receives a cost-of-living increase or range adjustment increase.

In the past we've had both merits and cost-of-living, so it certainly seemed fairer. But, without a cost-of-living those people at the top of their ranges are being left out this time.

Q: *Will more merits be coming next year?*

A: That is truly anyone's guess.

On TRIP

Q: *If an employee decides to take the TRIP option, where does that extra money go?*

A: It stays in the department's budget.

Q: *Does the department have complete discretion as to how that money will be spent?*

A: Yes.

Q: *Both you and Chancellor Krevans have said many times that it is unlikely that the University, particularly UCSF, would enact a 5% furlough pay cut similar to what the state already is doing to its employees. However, if UC is forced to enact it, how will it affect those people who already have chosen to take TRIP? Would they have an additional 5% cut from their salary?*

A: No. Those people who choose TRIP would be exempt from any furlough cuts.

Q: *Instead of a furlough program, is the University considering a straight 5% cut from all salaries with no pay back? If so, how would that affect employees who already are part of TRIP?*

A: I have never heard of any discussion on a straight 5% cut. I don't believe the University would do that.

Q: *The last deadline date to sign up for TRIP is August 31. Why so soon, and will there be future deadline dates?*

A: The reason the deadline dates are so soon is because the objective of the TRIP program is to reduce costs in 1992-93, and the longer you delay the program from starting, the less money you would save. As far as I know, September is the last starting date for this year.

Q: *What if an employee changes her or his mind about TRIP after the contract begins? Is there any recourse or is the employee stuck in the contract?*

A: It would be at the department's discretion — based on budget and workload considerations — to agree to end TRIP. The employee would forfeit the bonus leave.

Q: *Can I be laid off while I am on TRIP?*

A: Yes. There are uncertainties due to the budget crisis that make it impossible to promise layoff protection.

Q: *Can you sign up for 12 months and change to 18 months and get the appropriate bonus?*

A: Yes. At the end of 12 months, you can request the 18-month program. If the department approves the request, you will receive the bonus for 18 months. However, departments have been asked not to approve the reverse from 18 to 12 months, in order to ensure that the projections of salary savings are reliable.

Q: *Does the TRIP bonus have to be used within a certain period of time?*

A: No.

Q: *Are managers encouraged to be flexible about their employees taking TRIP?*

A: Yes. The program is designed to be an employee choice. Department managers need to be flexible to try to accommodate employees' requests. Managers obviously need to consider the workload impacts on other employees, and on the productivity of the department, weighing that against the desires of the employee and the salary savings.

Q: *Won't there be some managers out there who will consider their employees lazy and not dedicated to UC if they want to take TRIP?*

A: We have a budget problem. The incentive to take this option is to save the University money. It would be very inappropriate for any manager to use that kind of label for someone presenting them with an opportunity to reduce department costs.

Q: *What if after you begin the TRIP program, you realize that your work has not been cut back as promised, but instead you are still working 100% at a lower salary?*

A: Details have to be worked out carefully by the employee and the supervisor *before* the contract is signed. Both have to know exactly what the new expectations of the employee are. The intent is not to get the person to do the same job in less time.

Q: *If the TRIP program is not working for the department, may the manager end it?*

A: No. The manager may request that the employee return to a higher percentage of time, but it must be an employee decision to do so. The manager will need to explore other ways to solve the problem.

Q: *What if the TRIP plan works well for both the employee and department? Can it be extended beyond 18 months?*

A: By terms of the TRIP contract, the employee will be hired back at 100% after the 18 months is over. However, if the employee and department agree, the employee can go on part-time employment, but she or he will not continue under the TRIP bonus plan.

Q: *Lastly, a long question, but an important one: By simple calculation, the TRIP program seems more beneficial to employees who have worked here a shorter period of time. For example, let's take two employees, both who want to take TRIP for 12 months at 20%.*

Employee #1 (has worked at UCSF for several years): Gets 16 hours of vacation a month, loses 38 hours of vacation over 12 months, gets 56 TRIP bonus hours. That equals 18 vacation bonus hours.

Employee #2 (has worked at UCSF for one year): Gets 10 hours of vacation a month, loses 24 hours of vacation over 12 months, gets the same 56 TRIP bonus hours as employee #1. That equals 32 vacation bonus hours.

The shorter-term employee gets 4 extra vacation days, while the longer-term employee only gets a little more than 2 extra vacation days. Why?

A: You're quite right on that. It was recognized as a flaw when the plan was being developed by the President's Office. They decided to leave this advantage to shorter-term employees because trying to even it out created too many additional complexities.

Stay With Us

Stay with *Newsbreak*. We will keep you informed the best that we can. Also be sure to check other campus information outlets, including 502-NEWS, the e-mail system and special mailings. To learn how the Medical Center is progressing in its cost-cutting measures, see the FIP article on page 8.

Medsounds Continued

100 UCSF Kids at Ritz-Carlton Fashion Show

Nearly 100 kids — all children of UCSF employees or Auxiliary members' families and friends — will be bouncing down the runway at the Auxiliary's benefit luncheon and fashion show at The Ritz-Carlton, San Francisco, on Monday, August 31.

Naturally, the Auxiliary would like to see many members of the UCSF community at the event. The combined luncheon and fashion show has been planned for a prompt two-hour time period, with the lunch beginning at noon and the fashion show ending at 2 p.m. (There's also a social hour from 11:30 a.m. to noon for those who can make it.)

The fashion show should be a kick. We're talking lots of two-, three- and four-year-olds among the group, and nothing stuffy about the format. It's going to be a fast-paced affair set to music with the kids coming out in groups (no doubt rollicking groups), wearing the clothes of seven designers. Suzanne Shaw will host; pianist Peter Mintun will provide the music.

Tickets are $45, including lunch prepared by The Ritz-Carlton chefs. All the proceeds will go toward the Auxiliary's Special Projects in the Medical Center. For ticket information, call the Auxiliary Office at 476-4906.

MZ, UCSF Volunteers Join Forces

The hospital volunteer programs at Mount Zion and UCSF have combined into a single Volunteer Services, reports Kathy Balestreri, who has administrative responsibility for the department. Leona Hansen Biddle has assumed the directorship over the combined service, with Vicki Kleemann serving as site manager at Parnassus and Ginny De Guzman in the same position at Mount Zion.

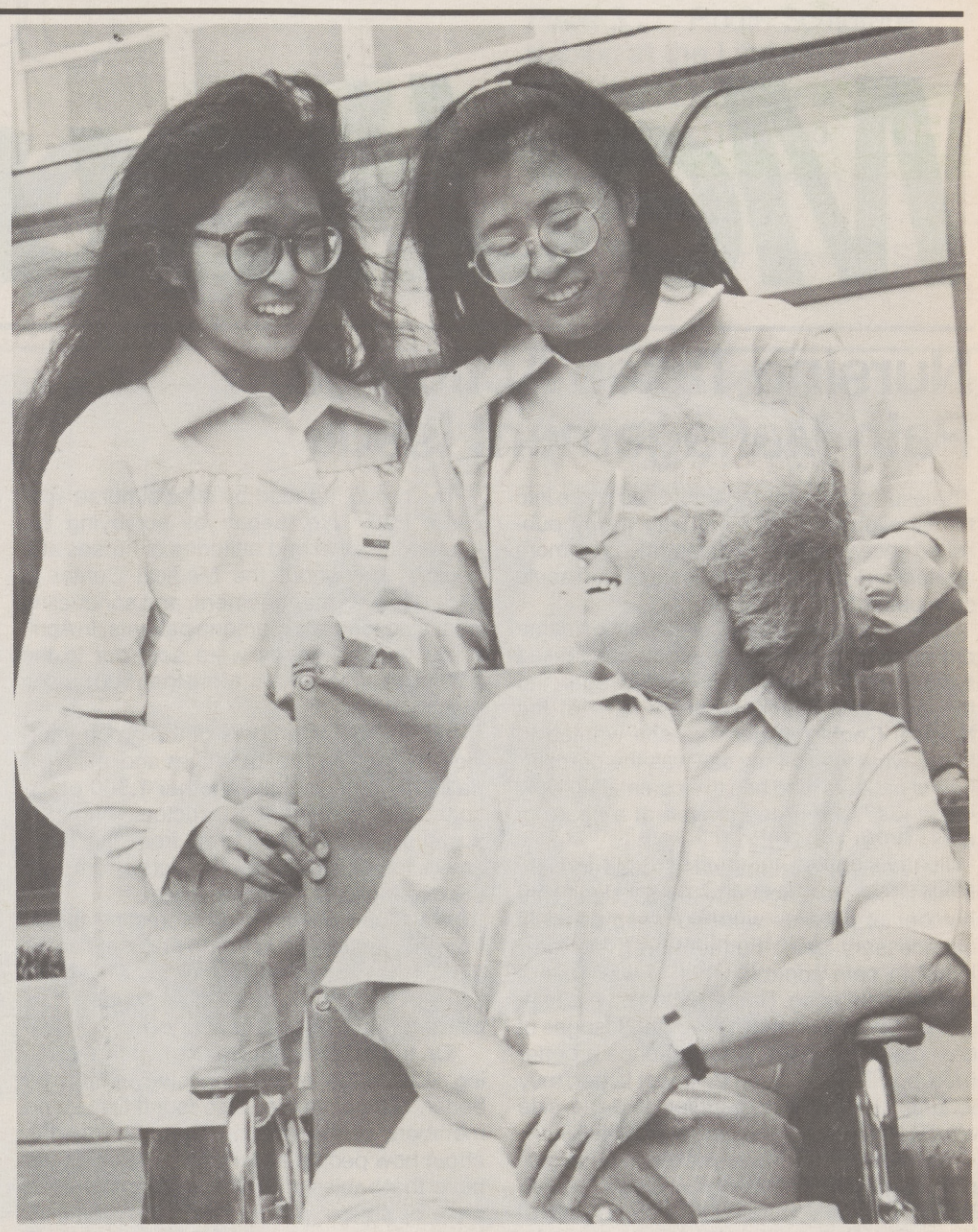
Ginny stepped into this new position after the recent retirement of long-time MZ volunteer director Samele Samuels. Ginny has been at Mount Zion since 1976 and served as coordinator of the volunteer program there for the past 12 years.

The new arrangement will hold the immediate advantage of giving volunteers a wider range of opportunities. "If someone is interested in a particular service that is not available at one site," says Kathy, "chances are they'll find something suitable at the other site."

The combined program will be particularly advantageous in the summer, when the number of volunteers swells by several hundred students. "This is going to give us a lot more options for placement," says Vicki Kleemann, who coordinates the student volunteer program.

Other plans call for unifying the job descriptions and the interview and evaluation process across both sites, consolidating the orientation sessions, and combining recognition programs.

In general, there are approximately 1,000 volunteers who serve across both sites, about 650 at Parnassus and 350 at Mount Zion.



Teresa (left) and Rebecca Chow

Diligent Duo

Twins Teresa and Rebecca Chow, both molecular biology majors at UC Berkeley who plan to become pediatricians, are two of a record-breaking 251 junior high, high school and college students volunteering at the Parnassus site as part of Volunteer Services' Summer Student Program.

Rebecca is one of several student volunteers participating in a wildly popular pilot program. The volunteers wear beepers, and when a patient is ready for discharge, they get beeped for duty — and then attend the patient through the discharge process. Teresa assists in the Children's Medical Center schoolroom.

In all, the 251 summer volunteers help out in nearly 50 areas around the Medical Center. In July alone, this group put in 8,151 hours of volunteer time!

The student volunteers were recognized at a pizza party and ice cream social in their honor on August 19. And in the September issue of Volunteer Services' newsletter, a number of students selected as "Exceptional Volunteers" will be profiled (including Teresa and Rebecca.)

Note: The "patient" — for the purposes of the photo only! — is long-time volunteer Millie Gilchrist.

Medshorts

Julian Davis

In Honor of a 50-Year Veteran

Julian Davis, an internist at Mount Zion for the past 50 years, has been honored for his service to the hospital and community with a clinical lectureship in his name. William Parmley, cardiology chief at UCSF, served as the first Julian S. Davis Clinical Lecturer on June 26. It was noted at the lecture that Davis has been an active member of the attending and teaching staff, has served on the Board of Trustees of Mount Zion and has been president of the Jewish Home for the Aged.

Get Ready to Roast Bill Kerr

Remember last year's Octoberfest when Chancellor Krevans got roasted? This year it's Bill Kerr's turn! The Auxiliary-sponsored event will take place after work on Tuesday, September 29, in the Millberry Gym. The Oktoberfest theme will return with all the sausages, mustards, beer and oompah music required for such an occasion. And of course, the main dish will be Bill Kerr served up on a platter. The word going around is that this is going to be a roast to remember. Tickets are $75. All proceeds will go toward the ACC's new Pediatric Day Treatment Center. For ticket information, call 476-4906.

Coming in September: New Information Desk — with Heaters!

For those members of the staff and volunteers who have shivered their way through breezy days working at the information desk — located right inside the front door of Moffitt lobby — this must come as welcome news: A new information desk will be installed in September, and it will have built-in heaters!

It's also designed to be a lot more commodious for staff and hospitable for visitors. The new, larger U-shaped desk will have a third terminal station to allow another volunteer to take calls and direct visitors. Considering that the people at the information desk take all incoming calls for patients and handle every inquiry from visitors who walk through the front door of Moffitt, this will go a long way toward keeping up.

The new design also will better accommodate two other services based at the information desk. Volunteer Services provides a greeter service, in which volunteers meet patients as they arrive, help with luggage and wheelchairs and serve as escorts. Beginning this summer, there also is a discharge service, in which volunteers attend patients through the discharge process (see adjacent "Diligent Duo"). With the added space at the desk, these people now will be able to help out with calls, etc., in between discharge requests.

Finally, the whole space is going to look a lot better. Considering it's the first thing people see when they come in the door, that's no small potatoes.

FIP *(from page 8)*

from eliminated jobs to these positions. In another case, two managers elected to job-share one position, eliminating the second position. "It has meant shifting extra responsibility to some of the management staff," he said, and acknowledged their cooperation in making this a successful effort.

Changes for Nursing

Nursing assistant directors Linda Mann and Pat Siberz also gave a presentation at the meeting, reporting on the preparations being made for a skill mix change in the nursing staff.

The first phase of the plan calls for bringing in 65 to 70 nursing assistants across the units at both sites. The NAs will be assisting with non-professional duties necessary for patient care, creating an environment in which the use of RN expertise could be maximized.

The response to internal publicity and one ad in the *Chronicle* for the nursing assistant positions was enormous — 870 people submitted applications. Of these, 670 people were interviewed over a two-day period in July. At this time, final selections are being made by the nurse managers and nursing staff in preparation for the August/September orientation programs.

Linda Mann noted that many hospitals have undergone similar changes, restructuring to maintain patient care standards and service in light of diminished reimbursement.

Future FIP News

During the meeting, Bill announced that future management updates — covering the budget and FIP progress — would be held on a regular basis. The next meeting is scheduled for Tuesday, September 29. He also noted that he and the associate directors will be meeting with staff to work on new ideas for achieving the savings target. Look for an update in a subsequent issue of *Medsounds*.

Pain *(from page 8)*

pain.

From patients, they learned that indeed about 85 percent of patients across both sites said they were very or somewhat satisfied with the level of pain management they experienced. They also gathered more specific information (partly from charts), such as cause of pain, type of medication used, the length of time the patient waited for pain relief, the patient's perception of the worst pain he or she had experienced in the previous 24 hours, and several other issues.

Once the surveys are in from all groups and the data is tabulated, the task force will be in a position to work on the educational needs of the clinical staff in regard to pain management.

Right now, says Pam, plans call for a major seminar before the end of the year. Ideally the session would be attended by three groups — nurses, physicians and pharmacists — so that a uniform message would be going out. The key is collaboration, she says, and to date, the cooperation and support for this project from all three groups have been excellent.

Other plans call for drawing up new hospital-wide policies and procedures for pain management, formulating a "decision tree" to aid nurses in managing patients' pain, and creating laminated cards with equal analgesic tables for nurses to carry.

She says that UCSF is likely ahead of many hospitals with this issue, since their group got started some months before the new government guidelines were distributed. "Other hospitals may be looking to what we're doing as a model," she says, adding that a few of the task force members will be presenting the project at the CNS conference on February 25 and 26, 1993, at the Sheraton Palace in San Francisco.

The task force welcomes any additional input. Feel free to contact any one of the members. In addition to Pam, the group includes:

Susan Barbour	Debby Jones
Kathy Griggs	Pamela Minarik
Deborah Hamolsky	Mimi Monahan
Maribeth Inturrisi	Katherine Mori
Jennifer Janz	Janice Tettelbach
Lori Johnson	Carol Viele

Pam notes that Chris Miaskowski from the School of Nursing has served as a valuable resource for the group. (Chris, along with UCSF's Howard Fields, served on the government panel that put together the new national guidelines.)

Volume 7, Number 15 August 22-September 11, 1992

UCSF Medsounds

Page 1 . . . Merit and TRIP Questions Answered

Page 3 . . . Famous Cabbie Donates $50,000 to SFGH

Page 6 . . . 20 Chili Chefs Cooking September 3

Medsounds *is a section of* Newsbreak *for and about employees of the Medical Center, including Moffitt-Long, the ACC, Mount Zion, and Medical Center employees at Mission Center.*

Nursing Takes Action on Pain Management Issue

The issue of pain management has come into the limelight of late, what with newly published government guidelines calling for more aggressive pain relief measures for acute care patients.

Some months before the guidelines came out, nursing director Helen Ripple canvassed a group of clinical nurse specialists regarding the level of pain management here at the Medical Center. In general, she wanted to know, what would they say was the percentage of patients who had their pain effectively managed? The group arrived at a figure of about 85%.

In Helen's opinion, that wasn't good enough. If this figure were accurate, then a significant number of patients were suffering possibly unnecessary pain. Furthermore, the "new think" in pain control is not to wait until a patient is suffering. Rather, when pain is kept under constant control by regular dosages of pain medicine, patients experience a better recovery. They're up on their feet faster, they tend to be discharged earlier, and the side effects from pain medication decrease.

All these things considered, Helen appointed a task force of clinical nurse specialists and clinical nurses — with a goal of promoting improved pain management by nurses within their scope of practice.

The group, headed by clinical nurse specialist Pam Nye, began by surveying the knowledge level and attitudes of nurses and doctors throughout the Medical Center in regard to pain management, and conducting a satisfaction survey among patients. In April, 1,500 questionnaires were sent out to the nursing staff, says Pam. More than 500 nurses responded.

Also in April, members of the group interviewed 84 patients at both sites and reviewed patient charts. In July, another 1,500 questionnaires were sent to doctors. Although surveys are still coming in from the latter group, the data has been collected from both the nursing staff and patients.

"We found out a lot of interesting things from the nurses," says Pam. "For one, nurses did seem to know that the incidence of addiction resulting from hospital-prescribed narcotics for pain control is very low.

"On the other hand, we learned that nursing knowledge of pharmacology could be better." She says they also found that some members of the nursing staff carry myths about how people show pain — such as the belief that babies or children don't experience pain, or sleeping patients don't experience

(continued on page 7)

No Question, A Hero

After seven-year-old Naghma Rafigi of Martinez donated bone marrow for her baby brother's bone marrow transplant, everybody told her she was a hero. Her family told her she was a hero, their friends told her she was a hero, and all the nurses and doctors told her she was a hero. "If I'm a hero," she told them, "why isn't my picture in the newspaper?" Well, there's no denying she's a hero; and sure enough, here's her picture in the newspaper.

$20 Million Savings Realized through FIP

At a recent meeting of the management staff from both Parnassus and Mount Zion, associate director Jackie Kuhn announced that the initial goal of the Medical Center's Financial Improvement Process was well on its way to being realized.

The target, she explained, was to achieve a $30 million savings in the overall Medical Center budget in three year's time, beginning with the onset of FIP about a year ago.

To date, through the work of the FIP task forces and numerous clinical initiatives, $20 million in savings already has been identified. Of this amount, $10 million is written into the 1992-93 budget, and another $10 million in savings strategies is scheduled for implementation.

Jackie emphasized that the success of this process is the direct result of the wealth of ideas and energy that has generated from people within the Medical Center. "While outside consultants provided some help in establishing the initial targets, the success of the process depended on the enormous knowledge, insight and commitment of the staff," she said.

She also emphasized that while a variety of job changes has occurred, the savings realized to date have resulted in only seven people leaving the University due to layoffs.

In a review of the original FIP objectives, Bill Kerr reiterated that one of the FIP priorities was to be able to plan for leaner financial times ahead in a methodical way, so that layoffs could be kept to a minimum.

The campus and Medical Center budgets differ, he explained, in that the Medical Center's operating budget largely results from the revenues it produces. The Medical Center is not losing money. On the other hand, payment increases from patients and insurors continue to lag behind the increased cost of providing care. The key to remaining strong is what FIP is about — running the Medical Center's operations as efficiently as possible, strengthening current programs and continuing to build promising new clinical programs.

An Example of FIP Success

A highlight of the meeting was a presentation by Leon King, director of Nutrition & Dietetics, who reviewed the steps taken by his department to realize an over $800,000 savings in the department's annual budget.

The department includes seven "cost centers" or services, which include food and clinical nutrition services to patients in both inpatient and outpatient areas; food service to the staff and public through the Moffitt Cafe, the Faculty Club and a large catering operation; and a dietetic internship program.

As the members of his divisions embarked on their quest to cut costs, they looked for ways to reorganize the department's overall structure, for services that could be consolidated, for opportunities to increase revenue and several other issues.

The result of their scrutiny was a reduction in management by 29%, plus the elimination of 10.4 staff positions. This was accomplished through job consolidations and reorganization of services; for example, a new self-serve sandwich bar replaces a custom sandwich service that required two food service workers during rush hours.

The department also has accomplished major savings by gaining price breaks from vendors based on volume orders, and eliminating certain services, such as the former "gift basket" service for maternity patients.

"One of our goals was to realize these savings with little if any perceptible difference in our service," said Leon — a goal he believes they have accomplished.

The staff reduction was accomplished mostly through attrition, although there were ultimately two layoffs. For the most part, the reorganization worked around vacant positions, reassigning some of the staff members

(continued on page 7)

Syntex Wipes Outs Pediatric Endocrinology

It was a close call, but Syntex finally triumphed over the Pediatric Endocrinology team (a.k.a. "Risky Business") in the "Go To Bat for Kids" softball tournament sponsored by the Pediatric Transplant Service.

"Both teams were undefeated in the preliminaries," says Al Scardino of the Immunogenetics Lab, who helped organize the tournament. "In the final round, the two teams went back and forth, first one taking the lead and then the other, until Syntex finally won, 13-12."

The tournament, which took place the end of July at McGinnis Park in San Raphael, was a fundraiser for the Pediatric Transplant Fund. Nine teams participated, six from UCSF and three from the outside. The Nutrition & Dietetics team, called "Let's Do It Again," placed third. And Anthony Portale's Department of Pediatrics' team came in fourth.

Other teams, not necessarily in the order they placed, included "The Neophytes" (Nursery staff), "High Hopes" (Apple Computers), the "Antigen Athletics" (Immunogenetics Lab), the Transplant Service, and Vicom Marketing.

The tournament and all-you-can-eat barbecue raised $2,000 for the Fund, which provides assistance for families of pediatric transplant patients. Al and co-organizers Joyce Trompetta and Gloria Horn say they plan to build this fund with future events. They already have a bowling tournament in mind for this winter, and, of course, another softball tournament next summer.

Heart Thumpin' Music September 12

The flyer for the benefit concert "Hearts at Play" on Saturday, September 12, in Cole Hall calls it a "foot stompin', hand clapping, heart pumpin' good time for a great cause."

The good cause is the UCSF Heart-Lung Transplant Patient Families Fund. The lineup of performers includes Mark Predum (of the CV ICU), "The Northern Light," "D.C. & the Dare Devils," and James Lee Harris, Jr.

The concert goes from 7 to 10 p.m. Tickets are $10 ($8 of which is tax deductible). Call 476-2606 for ticket information.

Don't Fret, Nothing's Happening to the Clock (But Administration's Moving to Millberry)

With all the construction barriers and equipment looming around the big clock on Parnassus, people have been asking what's going on.

Nothing's going on with the clock — its foothold at the front of the Millberry east wing is secure, says Sergio De Alba of Design & Construction. It's the *rest* of the Millberry east wing — or most of it — that's undergoing radical change.

The Medical Center is renovating the third, fourth and fifth floors of the former student housing building into offices. Beginning in early spring of next year (target date), there will be a migration of administrative offices, mostly from Moffitt and Long, over to the new Millberry site. The idea, says Sergio, is to make way for more patient care areas in the hospital buildings.

Here's an outline of the moves:

- Medical Center Administration — everyone currently in L 103 — will move to the fifth floor of MU East. This will make way for a new Diagnostic Center (sometimes called the Endoscopy Center in the past) in L 103. The former site of Endoscopy on 4 Moffitt will be converted into additional operating rooms.
- The fourth floor of MU East will be shared by the business offices of the Department of Pediatrics, currently located on Moffitt 6 West; and by Cardiology's business offices, currently located on the third floor of Moffitt. Again, the vacated Moffitt locations will be used for clinical space.
- Family & Community Medicine will move its offices to MU 3 East, vacating its current space on the C level of ACC to allow for additional MRI facilities.

Sergio, the project manager for the Millberry construction described above, says he'll be happy to answer any questions — the number is 476-6155.

Other construction underway in Millberry involves a couple of projects undertaken by the campus — the bookstore renovation and the construction of a new Sports Injury Center. See page 3 for a progress update.